

EEO Utilization Report

Organization Information

Name: Kansas City Missouri Police Department

City: Kansas City

State: MO

Zip: 64106-2623

Type: County/Municipal Law Enforcement

Thu May 11 15:46:01 EDT 2017

Step 1: Introductory Information

Policy Statement:

In compliance with federal, state and local laws, the Kansas City Missouri Police Department provides equal employment opportunities to all applicants and employees, and a work atmosphere free of actual or perceived discrimination and harassment regardless of race, color, national origin, sex, religion, disability, sexual orientation or preference. The department does not condone or tolerate any conduct or practice by its employees, which may be construed as discrimination and/or harassment because of age, race, color, national origin, sex, religion, disability, sexual orientation or preference, and is committed to ensuring members may submit complaints about harassment or discrimination, and participate in investigations resulting from such complaints without retaliation.

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Step 4b: Narrative of Interpretation

The Kansas City Missouri Police Department (KCPD) is reporting separately from the City of Kansas City, Missouri. Based on the review of the Utilization Analysis Chart, the Human Resources Director for the KCPD made the following observations:

1. A comparison of the KCPDs sworn and non-sworn workforce statistics to the Jackson County community labor statistics indicates the Departments highest under-utilization overall are females in the Protective Services: Sworn Patrol Officers category and White males in the Administrative Support category.
 - a. Protective Services/Sworn-Officials: Black females are under-utilized by 3% (no change from the previous reporting period).
 - b. Protective Services/Sworn-Patrol Officers: there is under-utilization in the following categories: Hispanic males 3% and Black males 5% (both were unchanged from the previous reporting period); White females -10% (an improvement from 11% in the previous reporting period), Hispanic females 3%, Black females 13% and Asian females 1% (all remained unchanged from the previous reporting period).
 - c. Protective Services/Non-Sworn: Black males are under-utilized by 10% (an increase from 7% in the previous reporting period).
 - d. Administrative Support: White males were under-utilized by 19% (an increase from 18% in the previous reporting period) and White females were under-utilized by 10% (an improvement from 11% in the previous reporting period).

See Attachment for remainder of information.

Following File has been uploaded:EEOP Step 4b.2017-19.docx

Step 5: Objectives and Steps

1. The Kansas City Missouri Police Department will identify barriers in recruitment and provide equal opportunities to all members for transfers and/or promotion. Each commander and supervisor has the responsibility to strive to meet these goals and to ensure equal opportunities for all members.

- a. Recruiters will recruit those who may not have previously considered a career in law enforcement by attending job fairs, high schools, college job fairs, military installations, community events through neighborhood coalition groups, and career expos.
- b. Continue to promote the lateral transfer program to attract police officers from other law enforcement agencies to be hired at a competitive salary.
- c. Offer testing for police officer candidates periodically throughout the year. Broadcast testing dates via radio, television and social media.

2. Due to the highest under-utilization of females and under-utilization of minorities in other categories; the Departments goal, through our comprehensive recruitment and retention plan, is to maintain the highest number of qualified individuals for each position.

- a. Update videos, printed publications, and websites focusing on employment opportunities as a way to attract new applicants including those in the under-utilized categories.
- b. Recruiters, the Office of Diversity Affairs commander, the Employment Unit commander, and all other police commanders, as well as the Chief of Police will continue to work with prominent community leaders and organizations to develop new recruitment and retention strategies in partnership with their organizations.

3. The Department achieved an improvement this reporting period in the under-utilization percentage of White females in the Protective Services Sworn Patrol Officers Category (10%). The Departments goal is to continue the upward trend of improvement in this category (under-utilization of 11% in 2015-17 and 17% in 2013-2015) to increase and retain the number of female Police Officer Candidates.

- a. Utilize female officers within our Department to assist in the development of recruitment and retention strategies as well as community outreach activities.
- b. Maintain and update as necessary, the KCPD website to highlight our sworn female employees. Post pictures of women in various diverse positions throughout the department on the KCPD website and other publications.

4. The Department will strive to retain the most qualified members based on equitable performance standards applied to all members.

- a. Continually monitor all testing processes for promotion and selection processes for specialized units as well as for new applicants to ensure all processes are equitable and free of bias.
- b. Provide on-going training and a positive work environment to retain members.
- c. Continue to provide professional development opportunities for all members.
- d. Continue to provide leadership training to newly promoted members and members generally.
- e. Enhance professional staff development through cross-training, attendance of outside training programs and encourage membership in job related professional organizations.
- f. Provide diversity training to all members to ensure the Departments guidelines and philosophy regarding diversity are understood and perpetuated throughout the Department.

Step 6: Internal Dissemination

1. Place an article in the Departments Daily Informant newsletter to inform members that a copy of the EEOP Utilization Report is available upon request in the Human Resources Division.
2. Update the link on the departments intranet site to allow members access to the EEOP Utilization Report.
3. Distribute a copy of the EEOP Utilization Report to Bureau Commanders and Board Members.

Step 7: External Dissemination

1. Update the link to the EEOP Utilization Report on the Departments public internet site.
2. Notify applicants, vendors and contractors that The Kansas City Missouri Police Department is an Equal Opportunity Employer" and that a copy of the EEOP Utilization Report is available upon request.
3. Copies of the EEOP Utilization Report will be available in the Human Resources Division.

Utilization Analysis Chart
Relevant Labor Market: Jackson County, Missouri

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	4/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/38%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%
CLS #/%	26,060/49%	1,045/2%	2,445/5%	185/0%	355/1%	0/0%	340/1%	75/0%	18,795/35%	745/1%	2,955/6%	140/0%	300/1%	0/0%	190/0%	20/0%
Utilization #/%	1%	-2%	-5%	-0%	-1%	0%	-1%	-0%	2%	-1%	-6%	-0%	-1%	0%	12%	-0%
Professionals																
Workforce #/%	24/33%	0/0%	1/1%	0/0%	0/0%	0/0%	1/1%	0/0%	30/42%	3/4%	9/12%	1/1%	0/0%	0/0%	0/0%	3/4%
CLS #/%	28,875/37%	1,005/1%	2,190/3%	60/0%	1,575/2%	25/0%	375/0%	90/0%	36,585/46%	1,290/2%	5,085/6%	110/0%	1,150/1%	55/0%	390/0%	110/0%
Utilization #/%	-3%	-1%	-1%	-0%	-2%	-0%	1%	-0%	-5%	3%	6%	1%	-1%	-0%	-0%	4%
Technicians																
Workforce #/%	28/35%	1/1%	3/4%	0/0%	2/2%	0/0%	0/0%	0/0%	34/42%	0/0%	12/15%	0/0%	0/0%	0/0%	0/0%	1/1%
CLS #/%	4,835/39%	200/2%	395/3%	25/0%	195/2%	0/0%	55/0%	10/0%	4,930/39%	385/3%	1,225/10%	15/0%	165/1%	0/0%	30/0%	70/1%
Utilization #/%	-4%	-0%	1%	-0%	1%	0%	-0%	-0%	3%	-3%	5%	-0%	-1%	0%	-0%	1%
Protective Services: Sworn-Officials																
Workforce #/%	230/69%	12/4%	27/8%	3/1%	1/0%	1/0%	7/2%	6/2%	33/10%	1/0%	6/2%	0/0%	0/0%	0/0%	3/1%	1/0%
CLS #/%	4,630/63%	415/6%	800/11%	15/0%	30/0%	0/0%	129/2%	0/0%	890/12%	45/1%	340/5%	25/0%	0/0%	0/0%	25/0%	0/0%
Utilization #/%	6%	-2%	-3%	1%	-0%	0%	0%	2%	-2%	-0%	-3%	-0%	0%	0%	1%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	647/64%	46/5%	98/10%	3/0%	8/1%	1/0%	38/4%	9/1%	110/11%	7/1%	31/3%	1/0%	1/0%	0/0%	6/1%	1/0%
Civilian Labor Force #/%	10,245/32%	2,420/8%	4,495/14%	125/0%	200/1%	0/0%	409/1%	85/0%	6,635/21%	1,285/4%	5,140/16%	100/0%	190/1%	25/0%	164/1%	40/0%
Utilization #/%	32%	-3%	-5%	-0%	0%	0%	2%	1%	-10%	-3%	-13%	-0%	-1%	-0%	0%	-0%
Protective Services: Non-sworn																

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	34/24%	1/1%	7/5%	0/0%	1/1%	0/0%	0/0%	0/0%	50/36%	6/4%	34/24%	0/0%	0/0%	0/0%	7/5%	0/0%
CLS #/%	180/27%	0/0%	100/15%	0/0%	4/1%	0/0%	0/0%	15/2%	170/26%	40/6%	130/20%	0/0%	0/0%	0/0%	20/3%	0/0%
Utilization #/%	-3%	1%	-10%	0%	0%	0%	0%	-2%	10%	-2%	5%	0%	0%	0%	2%	0%
Administrative Support																
Workforce #/%	11/7%	0/0%	5/3%	0/0%	0/0%	0/0%	0/0%	0/0%	62/39%	8/5%	70/44%	0/0%	0/0%	0/0%	2/1%	1/1%
CLS #/%	26,835/26%	1,695/2%	4,610/4%	110/0%	620/1%	70/0%	414/0%	85/0%	50,370/49%	3,130/3%	13,270/13%	295/0%	805/1%	80/0%	580/1%	240/0%
Utilization #/%	-19%	-2%	-1%	-0%	-1%	-0%	-0%	-0%	-10%	2%	31%	-0%	-1%	-0%	1%	0%
Skilled Craft																
Workforce #/%	22/67%	3/9%	6/18%	0/0%	0/0%	0/0%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	24,670/74%	3,660/11%	2,120/6%	115/0%	175/1%	25/0%	295/1%	45/0%	1,475/4%	155/0%	205/1%	25/0%	80/0%	20/0%	60/0%	0/0%
Utilization #/%	-8%	-2%	12%	-0%	-1%	-0%	5%	-0%	-4%	-0%	-1%	-0%	-0%	-0%	-0%	0%
Service/Maintenance																
Workforce #/%	4/22%	2/11%	8/44%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/22%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	32,855/37%	6,835/8%	9,730/11%	210/0%	1,080/1%	115/0%	620/1%	190/0%	22,070/25%	4,255/5%	8,915/10%	120/0%	1,070/1%	20/0%	310/0%	150/0%
Utilization #/%	-15%	3%	33%	-0%	-1%	-0%	-1%	-0%	-25%	-5%	12%	-0%	-1%	-0%	-0%	-0%

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Protective Services: Sworn-Officials											✓					
Protective Services: Sworn-Patrol Officers		✓	✓						✓	✓	✓		✓			
Protective Services: Non-sworn			✓													
Administrative Support	✓								✓							

Law Enforcement Category Rank Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Chief of Police																
Workforce #/%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Chief/Lieutenant Colonel																
Workforce #/%	2/40%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Major																
Workforce #/%	15/65%	1/4%	2/9%	0/0%	0/0%	0/0%	1/4%	1/4%	3/13%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	38/72%	3/6%	1/2%	1/0%	0/0%	0/0%	1/2%	1/2%	7/13%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%
Sergeant																
Workforce #/%	175/70%	8/3%	22/9%	2/0%	1/0%	1/0%	5/2%	4/2%	21/8%	1/0%	6/2%	0/0%	0/0%	0/0%	2/1%	1/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	647/64%	46/5%	98/10%	3/1%	8/1%	1/0%	38/4%	9/1%	110/11%	7/1%	31/3%	1/0%	1/0%	0/0%	6/1%	1/0%

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Meredith Rund

Director, Human Resources Division

04-27-2017

[signature]

[title]

[date]

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (Equal Employment Opportunity Program) Requirements

Recipient's Name:	Kansas City Missouri Police Department		
Address:	1125 Locust St., Kansas City, MO, 64106-2623		
Recipient Type:	Direct Recipient	Law Enforcement Agency:	Yes
DUNS Number:	188216873	Vendor Number (only if direct recipient):	446000197
Name of Contact Person:	Kathy Vestal	Title of Contact Person:	Human Resources Specialist
Telephone Number:	816-234-5414	E-Mail Address:	kathy.vestal@kcpd.org
Subrecipients:	No		

Acknowledgement of EEOP Data Collection, Maintenance and Submission Requirements

I, **Meredith Rund** (*authorized official*), acknowledge that **Kansas City Missouri Police Department** (*recipient organization*) has an obligation to develop and submit an EEOP Utilization Report to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice (OCR) for **2017** (*fiscal year*). I understand the regulatory obligations under 28 C.F.R. Section 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Utilization Report.

By accepting financial assistance subject to the civil rights provisions of the Safe Streets Act, **Kansas City Missouri Police Department** (*organization*) is on notice that at some future date, during the active award period, the OCR may request any of the employment data noted in the EEOP regulations. I understand that in the context of an administrative investigation of an employment discrimination complaint, failure to produce employment data required for a comprehensive EEOP may allow the OCR to draw an adverse inference based on the data's absence.

Meredith Rund, Human Resources Director

4/12/2017

Meredith Rund

Print or Type Name and Title

Signature

Date



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

May 12, 2017

Meredith Rund
Human Resources Director
Kansas City Missouri Police Department
1125 Locust Street
Kansas City, MO 64106

Re: Equal Employment Opportunity Plan (EEOP) Utilization Report for Kansas City Missouri Police Department

Dear Ms. Rund,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the Equal Employment Opportunity Plan (EEOP) Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The approval of your EEOP Utilization Report is effective for two years from the date of this letter, and satisfies the EEOP reporting requirement for all open Department of Justice (DOJ) awards during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization's non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

X *Michael L. Alston*

Michael L. Alston
Director
Signed by: MICHAEL ALSTON